

## NRCS Civil Rights Guiding Principles

We value our employees and customers and believe in the strength of diversity. We are committed to treating both with dignity and respect. We listen and learn. We take pride in our abilities and are dedicated to contributing to the success of the USDA-NRCS. We are open and honest, holding ourselves accountable and possessing the highest level of integrity.

### Civil Rights and EEO

Equal opportunity is the law of the land that applies to employment activities in both the federal and private sectors. It is fair to say that EEO and civil rights began with the Constitution and Bill of Rights; however, the Constitution and Bill of Rights did not mention employment discrimination. The Civil Rights Act of 1964 had the greatest impact on employment by providing protection and enforcement under the law against discrimination.

Title VII of the Civil Rights Act of 1964 made it illegal for any employer to deny anyone a job because of race, color, religion, sex, or national origin. Title VII also prohibited discrimination in firing, promoting, training, salary, and all other privileges of employment.

Title VI of the Civil Rights Act of 1964 states that no person in the United States shall, on the "grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance".

## Equal Employment Opportunity / Civil Rights Mission

Ensure compliance with agency policies for conservation and equal opportunity programs and accountability for delivery of quality and timely services to our customers.

### Our Vision

Equality  
People and Programs



The U.S. Department of Agriculture (USDA) prohibits discrimination in all its programs and activities on the basis of race, color, national origin, age, disability, and where applicable sex, marital status, familial status, parental status, religion, sexual orientation, genetic information, political beliefs, reprisal, or because all or a part of an individual's income is derived from any public assistance program. (Not all prohibited bases apply to all programs.) Persons with disabilities who require alternative means for communication of program information (Braille, large print, audiotape, etc.) should contact USDA's TARGET Center at (202) 720-2600 (voice and TDD). To file a complaint of discrimination write to USDA, Director, Office of Civil Rights, 1400 Independence Avenue, S.W., Washington, DC 20250-9410 or call 1-800-795-3272 (voice) or (202) 720-6382 (TDD). USDA is an equal opportunity provider and employer.

## Louisiana



## Federal Women's Program



USDA is an equal opportunity  
provider and employer

## History

The Federal Women's Program, also known as FWP, is an integral part of the overall Equal Opportunity Program in the Natural Resources Conservation Service.

This program was established to implement a recommendation of the President's Committee on the Status of Women and was later integrated into the Federal EEO Program after the issuance of E.O. 11478 (August 1969). The activities of the FWP focus on employment needs and problems of women as they relate to Federal personnel policies and practices. All federal employees are served by the FWP.

It is NRCS policy to conduct a positive and continuing FWP that provides equal employment opportunity for women in all personnel management policies and practices, as well as in NRCS-sponsored programs and activities.

## Program Objectives

- Increase the total number of women employed in professional, administrative, and technical occupations.
- Eliminate concentrations of women in single-interval occupational series, to diversify and create advancement opportunities throughout all occupational levels and disciplines.
- Encourage the participation of women in all NRCS-sponsored programs and activities



**For more information about the Louisiana Federal Women's Special Emphasis Program, contact:**

**Adele Swearingen  
Federal Women's  
Program Manager  
USDA—NRCS**

**3737 Government Street  
Alexandria, Louisiana 71302  
[adele.swearingen@la.usda.gov](mailto:adele.swearingen@la.usda.gov)  
(318) 473-7687**